

## Salaries of teachers

*Methods of attracting and retaining quality teachers have been of increasing concern among education officials. These concerns have led to reforms designed to increase teacher benefits. These reforms include creating new career steps or paths, establishing teaching positions with greater authority and responsibility, instituting merit pay systems, and experimenting with teachers' salary structures. The implementation of reforms such as these has been associated with increases in teachers' salaries.*

- While teacher salaries fluctuated during the 1970s, public school teachers' average salaries (adjusted for inflation) increased throughout the 1980s and into the early 1990s, reaching a peak in 1991. Since then, salaries have decreased slightly (see supplemental table 57-1).
- The average salary (adjusted for inflation) of beginning public school teachers was lower in 1997 than in 1972, even though their salaries increased 22 percent between 1980 and 1990, rising from \$20,771 to \$25,356. The average beginning teacher salary decreased slightly between 1992 and 1997, dropping from \$25,996 to \$25,462 (see supplemental table 57-1).
- Public school teachers at central city schools with a high percentage of minority students (20 percent or more) had higher average salaries than teachers at central city schools with a low percentage of minority students (less than 20 percent). Regardless of minority enrollment, public school teachers in urban fringe schools had higher average salaries than their counterparts in central city and rural schools.

### Average annual salaries (in 1997 constant dollars) of public elementary and secondary teachers: School years ending 1976–97

School year ending	All teachers	Elementary teachers	Secondary teachers	Beginning teachers*
1976	\$36,490	\$35,563	\$37,466	\$24,305
1984	34,612	33,905	35,589	22,070
1992	39,584	38,905	40,472	25,996
1994	39,250	38,701	40,153	25,946
1995	39,092	38,531	39,941	25,779
1996	39,045	38,438	39,942	25,760
1997	38,921	38,375	39,731	25,462

\* Salaries of beginning teachers are for the calendar year.

NOTE: Some data are revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics*, 1997. American Federation of Teachers, *Survey and Analysis of Salary Trends 1997*, February 1998.

### Average compensation (in 1997 constant dollars) received by full-time public school teachers, by urbanicity and percentage of minority students enrolled: Summer 1993 and school year 1993–94

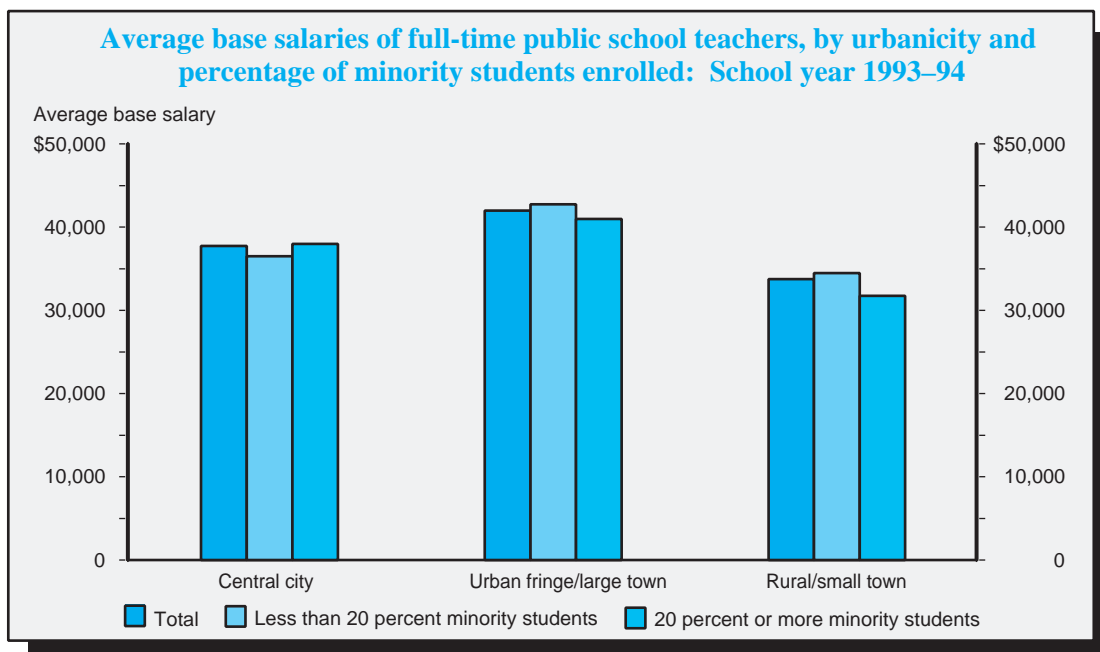
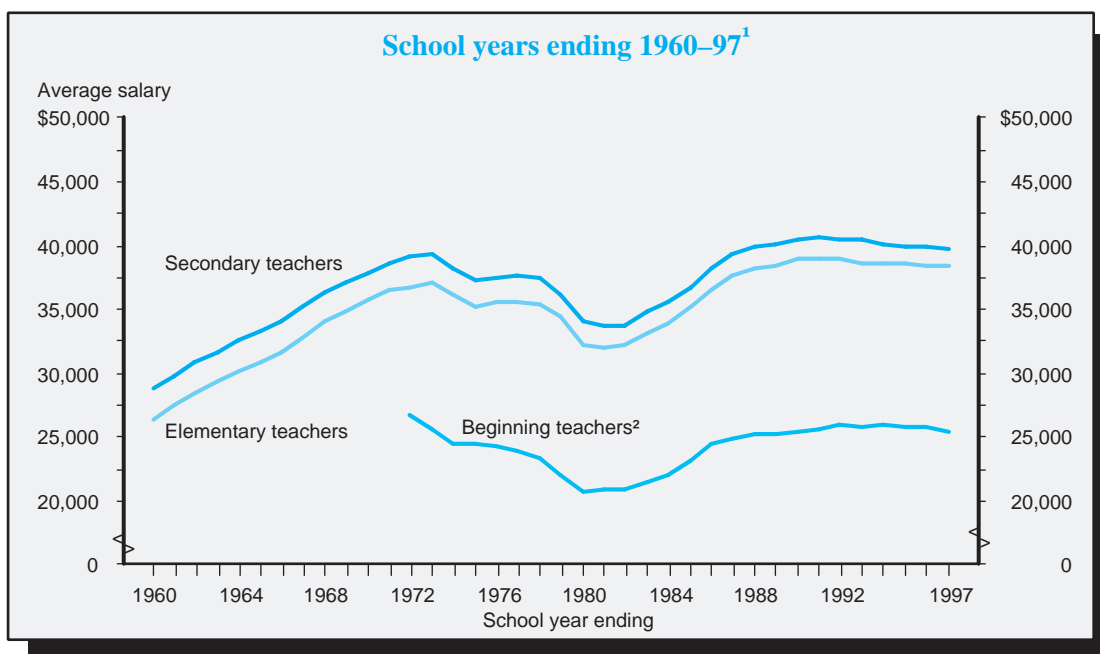
Urbanicity and percentage of minority students enrolled	School earnings*				
	Total school earnings	Base salary	Summer supplemental earnings	Other school compensation	Non-school compensation
<b>Total</b>	<b>\$38,952</b>	<b>\$37,512</b>	<b>\$2,303</b>	<b>\$2,383</b>	<b>\$5,617</b>
Central city	39,377	37,837	2,587	2,432	6,035
Less than 20 percent	37,990	36,719	1,955	2,212	5,366
20 percent or more	39,694	38,110	2,690	2,456	6,177
Urban fringe/large town	43,529	42,060	2,312	2,489	5,578
Less than 20 percent	44,269	42,837	2,040	2,541	5,092
20 percent or more	42,558	41,049	2,500	2,430	5,914
Rural/small town	35,176	33,829	2,022	2,277	5,371
Less than 20 percent	36,106	34,721	1,960	2,310	5,518
20 percent or more	33,116	31,811	2,151	2,278	5,061

\* Detailed school earnings were computed using data only from teachers who reported those earnings; therefore, details do not add to totals. Included in "total" and "other school compensation" are other sources of income reported after excluding outside income. Data for "Summer supplemental earnings" are for 1993.

NOTE: See the glossary for the definition of urbanicity.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey, 1993–94 (Public School Teacher Questionnaire).

## Average annual salaries (in 1997 constant dollars) of public school teachers



<sup>1</sup> Plotted points for average annual salaries of teachers are even years 1960–68 and all years 1970–97. Plotted points for average beginning salaries of beginning teachers are even years 1972–90 and all years 1992–96.

<sup>2</sup> Salaries of beginning teachers are for the calendar year.

NOTE: See the glossary for the definition of urbanicity.

SOURCE: American Federation of Teachers, *Survey and Analysis of Salary Trends 1997*, February 1998. U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1997*, and Schools and Staffing Survey, 1993–94 (Public School Teacher Questionnaire).

**Table 57-1** Average annual salaries (in 1997 constant dollars) of public elementary and secondary teachers: School years ending 1960–97

School year ending	All teachers	Elementary teachers	Secondary teachers	Beginning teachers*
1960	\$27,303	\$26,319	\$28,839	—
1962	29,468	28,533	30,857	—
1964	31,219	30,229	32,630	—
1966	32,642	31,605	34,031	—
1968	35,056	34,041	36,327	—
1970	36,675	35,765	37,802	—
1971	37,471	36,472	38,683	—
1972	37,879	36,782	39,151	\$26,779
1973	38,171	37,117	39,420	—
1974	37,099	36,193	38,157	24,523
1975	36,099	35,147	37,212	—
1976	36,490	35,563	37,466	24,305
1977	36,543	35,544	37,697	—
1978	36,408	35,502	37,444	23,437
1979	35,245	34,422	36,225	—
1980	33,039	32,209	34,051	20,771
1981	32,713	31,945	33,636	—
1982	32,894	32,175	33,800	20,961
1983	33,864	33,099	34,840	—
1984	34,612	33,905	35,589	22,070
1985	35,837	35,229	36,728	—
1986	37,192	36,482	38,147	24,459
1987	38,363	37,623	39,337	—
1988	38,867	38,153	39,927	25,328
1989	39,179	38,461	40,046	—
1990	39,675	38,999	40,538	25,356
1991	39,678	38,966	40,652	—
1992	39,584	38,905	40,472	25,996
1993	39,473	38,708	40,432	25,864
1994	39,250	38,701	40,153	25,946
1995	39,092	38,531	39,941	25,779
1996	39,045	38,438	39,942	25,760
1997	38,921	38,375	39,731	25,462

— Not available.

\* Salaries of beginning teachers are for the calendar year.

NOTE: Some data are revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1997*, table 77. American Federation of Teachers, *Survey and Analysis of Salary Trends 1997*, February 1998, table III-2.

**Table S57**      **Standard errors for the second text table in *Indicator 57***

Urbanicity and percentage of minority students enrolled	School earnings				
	Total school earnings	Base salary	Summer supplemental earnings	Other school compensation	Non-school compensation
<b>Total</b>	<b>\$99</b>	<b>\$101</b>	<b>\$48</b>	<b>\$30</b>	<b>\$157</b>
Central city	185	187	105	65	263
Less than 20 percent	360	353	96	82	454
20 percent or more	212	215	148	92	321
Urban fringe/large town	259	250	71	72	388
Less than 20 percent	421	414	101	93	263
20 percent or more	354	348	101	109	822
Rural/small town	169	163	44	40	176
Less than 20 percent	231	226	55	47	234
20 percent or more	292	291	76	76	270

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey, 1993–94 (Public School Teacher Questionnaire).